

## B0089 – General Turnover Rate Metrics Report

Job Aid located at:

[http://www.osc.nc.gov/training/osctd/help/BI\\_Reporting/Job%20Aids/B0089GeneralTurnoverRateBIJobAid.pdf](http://www.osc.nc.gov/training/osctd/help/BI_Reporting/Job%20Aids/B0089GeneralTurnoverRateBIJobAid.pdf)

**Goal 1: Agencies are maintaining a quality workforce and targeting retention efforts to reduce overall turnover to 7% or less.**

Employee Retention	Employee Retention	Employee Retention
Total turnover of 7% or less	Total turnover of 15% or less	Total turnover of more than 15%
<b>Methodology:</b> BI Report determines total number of employee separations and rate of separations by agency; distinguishes between voluntary vs. involuntary vs. retirements, but includes all as separations. Assessments are based on total separations. If a position is eliminated, it does not count as a separation and is not reflected in this measure. (Updated quarterly)		
<b>Why It Matters:</b> High turnover rates can negatively impact the operational efficiency of an agency and can result in increased costs for recruitment and training. Turnover information can help agencies develop more targeted retention efforts and conduct more effective succession planning.		

\*Filter On

**Variable Entry**

Available Variants:  Save Save As... Delete [Show Variable Personalization](#)

**General Variables**

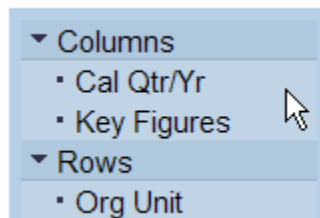
Variable	Current Selection	Description
* Organizational Unit	+20000000(0ORGU	20000000 State of North Carolina
* Calendar Qtr(s)/Year(s) (Mandato	1/2011	1/2011

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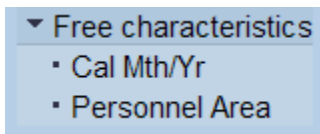
\*Standard Report

Org Unit ⇅	Cal Qtr/Yr	1/2011		
		Transfer Rate %	Separation Rate %	Total Turnover Rate %
▶20000000	State of North Carolina	1.3	2.8	4.1

\*Selection Criteria



\*Additional Selection Criteria



You can use Free Characteristics to add additional data to the report.

- 'Columns' shows the field selections that are displayed on the report.
- 'Free Characteristics' shows the additional field selections that can be dragged and dropped in and out of the report.
- This report lets you view the data based on the time period entered

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Action Type	Action Type Desc	Action Reason	Action Reason Desc	Separation Categories
ZF	SeparationPayContinuation(NC)	01	Retirement LEO Supplement	Retirement - Voluntary
ZF	SeparationPayContinuation(NC)	02	Reduction-In-Force Severance	Involuntary
ZF	SeparationPayContinuation(NC)	03	RIF Discontinue Service Retire	Retirement - Voluntary
ZF	SeparationPayContinuation(NC)	04	Separation ShortTermDisability	Involuntary
ZG	Separation (NC)	01	Better Employment	Voluntary
ZG	Separation (NC)	02	Personal Reasons	Voluntary
ZG	Separation (NC)	03	Involuntary Separation	Involuntary
ZG	Separation (NC)	04	Did Not Report	Exclude
ZG	Separation (NC)	05	Voluntary Resigned W/O Notice	Voluntary
ZG	Separation (NC)	06	Reduction In Force (RIF)	Involuntary
ZG	Separation (NC)	07	No Reason Given	Voluntary
ZG	Separation (NC)	08	Long Term Disability	Involuntary
ZG	Separation (NC)	09	Retirement	Retirement - Voluntary
ZG	Separation (NC)	10	Retirement Disability	Retirement - Voluntary
ZG	Separation (NC)	11	Contract Ended	Involuntary
ZG	Separation (NC)	12	Time-Limited Appt Term	Involuntary
ZG	Separation (NC)	13	Supplemental Appt Term	Involuntary
ZG	Separation (NC)	14	Appointment Ended	Involuntary
ZG	Separation (NC)	15	Not Re-Elected	Involuntary
ZG	Separation (NC)	16	Dismissed-Gross Inefficiency	Involuntary
ZG	Separation (NC)	17	Dismissed-Conduct	Involuntary
ZG	Separation (NC)	18	Dismissed-Unsat Performance	Involuntary
ZG	Separation (NC)	19	RIF-Prior to career status	Involuntary
ZG	Separation (NC)	20	Prior to achieving Perm status	Involuntary
ZG	Separation (NC)	21	Pay in lieu of notice	Involuntary
ZG	Separation (NC)	22	Death	Voluntary
ZG	Separation (NC)	23	Other	Voluntary
ZG	Separation (NC)	24	Terminate while on FMLA	Voluntary
ZG	Separation (NC)	25	Beacon to Non-Beacon Agency	Voluntary
ZG	Separation (NC)	26	Cancel Sep Pay Continuation	Exclude
ZG	Separation (NC)	27	Removal From Office - AOC Only	Involuntary
ZG	Separation (NC)	29	Unavailable to work	Involuntary
ZG	Separation (NC)	40	115C Dismissal	Involuntary